

**City of Alameda**  
**Benefits/Contract Provisions by Bargaining Unit**

<b>BENEFIT</b> (all amounts are monthly)	<b>ACEA</b>
<b>TERM of CONTRACT</b>	7/1/09-6/30/11
<b>Flexible Benefits Amt for Health</b> eff. 1-1-2010	Kaiser
O-Party	\$230.00
1-Party	532.56
	No cash back
2 Party	\$1065.12
	No cash back
3+ Party	\$1384.66
	No cash back
<b>Flexible Benefits Increase formula for health</b>	100% Kaiser premium at each level of coverage
<b>Dental Coverage</b>	\$2500 pp/yr. \$2500 pp ortho life 80% coverage 50% ortho
Cost Eff 1-1-2010	\$131.13
<b>Life and AD&amp;D Coverage</b>	\$50,000
Cost Eff. 1-1-2010	\$9.00
	(\$18/ \$1,000)
<b>LTD Coverage</b>	2/3 salary to \$1667 / month
Cost eff. 1-1-2010	.42% salary w/ \$10.50 max (\$2500 salary cap)
<b>EAP Benefit</b>	10 visits per issue per year
Cost eff. 1-1-2010	City Paid @\$3.15 per month
<b>Deferred Compensation</b>	Employee paid
<b>Management Incentive Pay</b>	
<b>RETIREMENT PERS Formula</b>	2 % @ 55
City Cost	12.693% Eff 7/1/10
Ee Contr. (*)	7%
<b>RETIREMENT Health effective 1/1/2010</b>	\$94.50/ month City contr.
<b>RETIREMENT Dental</b>	None
<b>SICK LEAVE</b>	Pre8/80: 20 days/yr + 1 day/mo  Post 8/80: 1 day per month

(\*)The City of Alameda does NOT pay for employee's PERS contribution. However, the 7%(Misc)/9%(Safety) employee contribution amount is included in salaries.  
Rev. 09/20/2010

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<b>BENEFIT</b> (all amounts are monthly)	<b>ACEA</b>	
<b>HOLIDAYS</b>		
Observed	10 days	
Floating	3.5 days	
Holiday Pay		
<b>SDI</b> (employee paid ) cost eff. 1-1-10	1.1% to max of \$1,026.48	
<b>FUNERAL Leave</b>	4 days	
<b>VACATION LEAVE</b>	Pre1988	Post1988:
Accrual		
1yr:	10 days	10 days
2yrs:	10 days	10 days
3yrs:	10 days	10 days
4yrs:	10 days	10 days
5yrs:	15.5 days	15 days
6yrs:	16 days	15.5 days
7yrs:	16.5 days	16 days
8yrs:	17 days	16.5 days
9yrs:	17.5 days	17 days
10yrs:	18 days	17.5 days
11yrs:	18.5 days	18 days
12yrs:	19 days	18.5 days
13yrs:	19.5 days	19 days
14yrs:	20 days	19.5 days
15yrs:	20 days	20 days
16yrs:	20 days	20.5 days
17yrs:	20 days	21 days
18yrs:	20 days	21.5 days
19yrs:	20 days	22 days
20 yrs:	21 days	22.5 days
21yrs:	22 days	23 days
22yrs:	23 days	23.5 days
23yrs:	24 days	24 days
24yrs:	25 days	24.5 days
25+yrs:	25 days	25 days
Vacation Maximum	Annual accrual + 2 weeks	
<b>NEGOTIATED</b>	2/4/07: 2%+1%	
<b>INCREASES</b>	6/24/07: 2% 8/5/07: special adjustment 6/22/08: 2-4% depending on cpi 8/3/08: special adjustment (see MOU)	
<b>BILINGUAL</b> Pay (Only certified employees are eligible)	\$50.00 per mo	

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